

MEMORANDUM OF AGREEMENT
(SERB Case # 2014-MED-05-0803)

This Memorandum of Agreement ("Agreement") is entered into between the City of North Canton, Ohio (the "City") and the North Canton Professional Firefighter and Paramedic Association, IAFF Local 3489 (the "Union"), collectively, (the "Parties") on the date entered below.

WHEREAS, the City and the Union entered into a Collective Bargaining Agreement ("CBA") effective August 1, 2012, and which expires on July 31, 2015, SERB Case #2012-MED-05-0569; and

WHEREAS, ARTICLE 29, Section 7 of the CBA provides that "The Parties agree to re-open collective bargaining negotiations as to wages in January 2014 for the contract year beginning August 1, 2014 and ending July 31, 2015"; and

WHEREAS, the Parties acknowledge that they re-opened collective bargaining and conducted negotiations that resulted in the below-described Agreement; and

WHEREAS, this Agreement represents the full and complete intent of the Parties regarding the wage re-opener provision of the CBA.

NOW THEREFORE, based upon the mutual agreement and consideration by and between the Parties, the sufficiency of which is hereby acknowledged, the Parties agree that the CBA shall be amended as follows:

**ARTICLE 29
WAGE SCALE**

Section 1. All employees shall be paid in accordance with the following schedule:

40 Hour Employees Fire Inspector/EMT	
Start	\$22.11
1 Year	\$23.48
18 Months	\$24.83
4 Years	\$26.20
Top Rate Annual	\$54,496
53 Hour Paramedic	
Start	\$18.62
1 Year	\$19.00
18 Months	\$19.37
4 Years	\$19.79
Top Rate Annual	\$54,541
53 hr per week Captain	\$22.57
Top Rate Annual	\$62,202

Section 1(a). (Added to current language) All bargaining unit employees shall receive a 1% across the board wage increase effective August 1, 2014, as reflected below.

40 Hour Employees Fire Inspector/EMT	
Start	\$22.33
1 Year	\$23.71
18 Months	\$25.08
4 Years	\$26.46
Top Rate Annual	\$55,041
53 Hour Paramedic	
Start	\$18.81

1 Year	\$19.19
18 Months	\$19.56
4 Years	\$19.99
Top Rate Annual	\$55,086
53 hr per week Captain	\$22.80
Top Rate Annual	\$62,824

Section 6. (To replace current language.) Employees obtaining and/or maintaining minimum applicable continuing education requirements for their positions shall receive in 2012, 2013, and 2014 a \$500 stipend payable in the first half of December.

Agreed to by the Parties this 16th day of June 2014.

For the Union



Drew Cramer, Paramedic
President, IAFF Local 3489



Amy Shover, Captain
Vice Pres., IAFF Local 3489



Gary Coen, Captain
Trustee, IAFF Local 3489

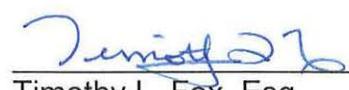
For the City of North Canton



Honorable David J. Held, Mayor



Michael J. Grimes, Administrator



Timothy L. Fox, Esq.
Director of Law
Approved as to form and legal
sufficiency.

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